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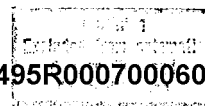
23 MAR 1972

MEMORANDUM FOR : Deputy Director for Intelligence
SUBJECT : IG Survey of the Imagery Analysis Service

1. Forwarded herewith is the Inspector General's report of the survey of the Imagery Analysis Service. You have already received copies forwarded separately to you by the IG.
2. I am delighted to note the over-all favorable tone of this report. I am particularly pleased to note the credit given the Director, Howard Stoertz, and the reflection of the excellent relations with NPIC. The interface between these two services working in such a similar field could be marked by friction and bureaucratic problems; it is a credit to the leadership on both sides and to the DDI sense of teamwork that it is as the IG report notes it.
3. I would appreciate your response to the recommendations in the attached report by 1 May. I am sending a separate memorandum to the DDP with respect to recommendation number 5, inviting him to consider ways to increase the use of IAS by the CS.
4. I note the remarks on page 43, paragraph 12, with respect to Equal Employment Opportunity. This of course fits in our over-all review of CIA's policies and performance on this important subject. I hope you will give attention to this problem in the context of our over-all effort.
5. I confess some concern as to the problems we may experience with the young analysts (pages 40, et seq.,). By a copy of this memorandum, I am asking the Office of Personnel to consider their situation in conjunction with others in somewhat similar situations in the various Directorates. I fully understand the motivation behind hiring college graduates, even with advanced degrees, and starting them off on technical work. At the same time, if we do so, I think we should have a very clear presentation to those individuals that this is what is going to happen to them before they start and a very clear

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system of growth and career potential. One alternative to the problems this can create may be to hire less academically qualified but more technically qualified individuals for long-term performance of technical functions. Another is to work out the kind of rotation arrangement, (recommendation number 7) or a system of selection for transfer to more substantive analytical posts elsewhere in CIA (recommendation number 8). This kind of a problem is by no means unique to IAS as I know it exists in various places in the Agency. It is for this reason I am asking the Office of Personnel to take a look at how general a problem it is so that we can perhaps combine the experience and wisdom of various Directorates in seeking its solution.



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W. E. Colby
Executive Director-Comptroller

Attachment
IG Survey

cc: D/Personnel

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